AD615-2U 4/18

REPORT ON SALARIES OF NURSING DEANS

1987–1988

March 1988
Institutional Data System
American Association of
Colleges of Nursing

One Dupont Circle • Suite 530 • Washington, DC 20036 • (202) 463-6930

REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

March 1988

Barbara K. Redman, RN, PhD, FAAN
Executive Director

Kathleen M. Neill, RN, DNSc
Director of Research

Karla J. Cowell, MA
Research Associate

Susan S. Jackson, RN, MSN
Research Associate

AMERICAN ASSOCIATION OF COLLEGES OF NURSING
One Dupont Circle, NW, Suite 530, Washington, DC, 20036

Information Systems Consultant

Rita F. Seifert, PhD

The following staff contributed to this report:

Jennifer Ahearn
Penny Gray
Ruth Lamothe
Sara Phinney

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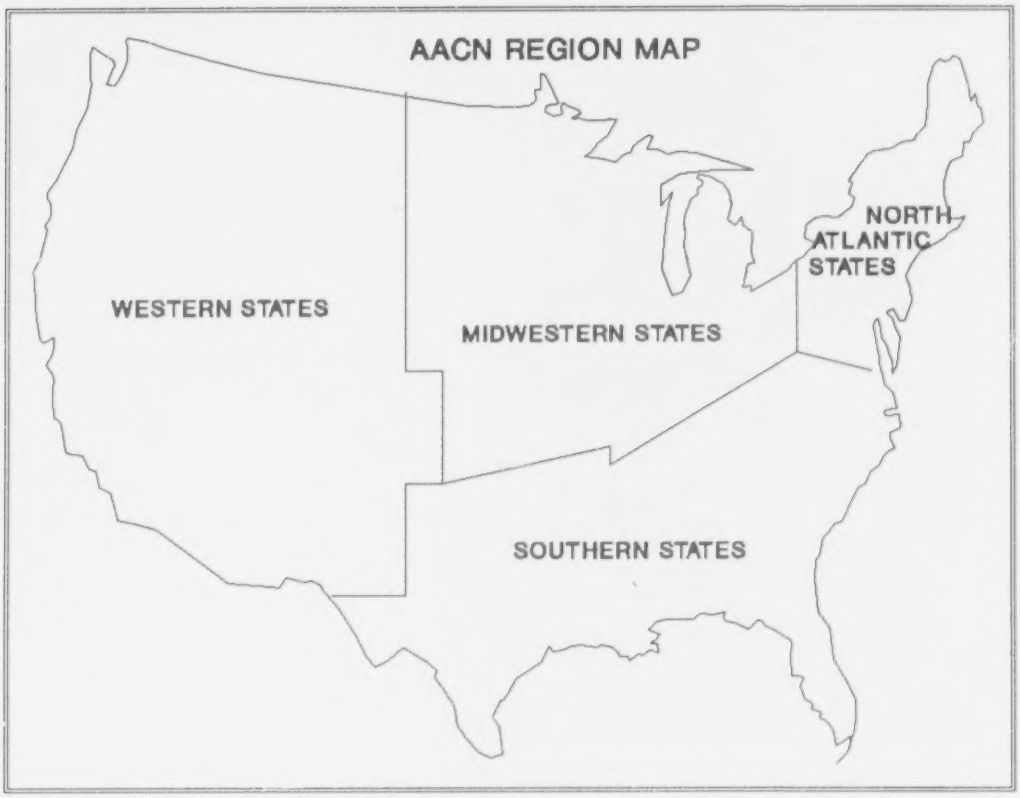


NORTH ATLANTIC REGION	MIDWEST REGION	SOUTH REGION	WEST REGION
Connecticut	Illinois	Alabama	Arizona
Delaware	Indiana	Arkansas	Alaska
District of Columbia	Iowa	Florida	California
Maine	Kansas	Georgia	Colorado
Massachusetts	Michigan	Kentucky	Hawaii
New Hampshire	Minnesota	Louisiana	Idaho
New Jersey	Missouri	Maryland	Montana
New York	Nebraska	Mississippi	Nevada
Pennsylvania	North Dakota	North Carolina	New Mexico
Rhode Island	Ohio	Oklahoma	Oregon
Vermont	South Dakota	South Carolina	Utah
	Wisconsin	Tennessee	Washington
		Texas	Wyoming
		Virginia	
		West Virginia	
		Puerto Rico	

INTRODUCTION

Overview

This is the tenth annual report on nursing deans' salaries published by the Institutional Data System (IDS) of the American Association of Colleges of Nursing (AACN). The average salaries reported here represent the chief administrative officers of baccalaureate and graduate programs in AACN member schools. Of the 391 schools surveyed in fall 1987, 345 schools or 88 percent returned a completed questionnaire. Not every response was usable in its entirety. The calculation of salaries represents a total of 324 deans of collegiate programs. This number excludes data on interim deans (N=19) serving as temporary replacements and two deans who did not provide a salary.

The first section of the Report on Salaries of Nursing Deans presents a brief summary of key facts from the survey. Section 2 outlines the methods used in the survey as well as explanations of the terminology used in the questionnaire. A discussion of the survey results appears in Section 3. All tables display salary data on a calendar year basis; table 3 illustrates the conversion of 52 academic year salaries to calendar year salaries as compared to 272 calendar year salaries.

The 1987-88 IDS Survey Series consists of four reports: Enrollment and Graduations, Faculty Salaries, Deans' Salaries, and Administrative Faculty Salaries. Each of the four reports may be used independently of the others.

As an additional service, AACN provides each member school with a computer printout showing its ranking with peer group schools on selected variables. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percentage increase or decrease, full-time faculty and percentage with doctorates, assistant professor salaries, and percentage salary gain for all faculty in the school. Schools may also request customized printouts of data they choose to examine in greater detail. At all times, the confidentiality of member schools is guaranteed.

Background of the Institutional Data System

The Data Bank Project was officially launched by AACN late in 1978. The purpose of the project was to develop a database to support policy research and decision making for member schools and for the organization. Early on, priority was placed on the development and refinement of the salary survey. Since 1979 the report series has been published annually, consisting of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The third report, on salaries of administrative faculty, was annual until 1984 when it was placed on an alternate year schedule. The Report on Salaries of Administrative Faculty is available in this year's series.

In 1982, requests from AACN members led to the production of a report on enrollment and graduations that would accompany the salary reports. The following year, concern over a possible shift in enrollment resulted in an analysis of institutional data for four years in order to identify trends. A five-year trend analysis has been included in this series.

Section 1. Facts In Brief

Characteristics of the survey participants are summarized to provide background for interpretation of the findings. In fall 1987, the annual IDS Survey was sent to 391 member schools. A total of 365 schools (93%) returned questionnaires. Of the 365 returned questionnaires, 345 (88%) contained data for the dean's salary report. Nineteen of those questionnaires were not used because the dean held an interim position. The dean's salary was unavailable for two schools making the number of useable returns 324 or 82 percent.

A breakdown of schools by region showed the following distribution: Southern Region, 33 percent; Midwestern Region, 26 percent; North Atlantic Region, 29 percent; and Western Region, 12 percent. Fifty-six percent of the schools were public, 17 percent were private/secular, and 27 percent were private/religious. Universities represented 67 percent of institutions that returned surveys. while 30 percent of returns came from four-year colleges, and 3 percent, such as consortium schools and external degree programs, were classified as "other."

Section 2. Methods

The survey consists of four components: faculty salaries, deans' salaries, administrative faculty salaries, and institutional data. The institutional data not only provide information on enrollment and graduations, but also provide the information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 3.

Survey Techniques

Survey forms were mailed to member schools in August 1987. Follow-up phone calls and letters were used throughout November and December until data collection was terminated.

Of the 345 respondents, 19 indicated that the deanship was vacant at the time of data collection (fall 1987). Because interim deans are generally faculty members acting as temporary replacements, their salaries are not reflective of the position. Data on salary and characteristics of acting deans were therefore excluded from the calculations. In 1987-88, interim deans accounted for 5 percent, a slight decline from 1986-87.

Data Processing

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th, and 90th percentile salaries. These percentile salaries are those at or below which 10, 25, 50, 75, and 90 percent of salaries fall, respectively. By this definition, the 50th percentile is the median salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Therefore, the 10th and 90th percentiles have not been calculated when the number is less than six.

As part of processing the data for the tables, all salary figures were converted to a calendar year basis. To do this, salary data based on an academic year were multiplied by eleven-ninths (11/9), converting them to calendar year data.

Terminology

Instructions that included operational definitions were given for completing the four survey forms. In general, the terms were defined by common usage in the academic community. To ensure uniformity, however, some terms were defined specifically:

- o school: the nursing unit in a higher education institution that offers baccalaureate, master's, or doctoral programs in nursing;
- o dean: the chief administrative officer of the nursing unit, whether the local title is dean, director, chairman, head, or other term;
- o academic health center: any institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program, specifically nursing;
- o salary basis: determined by the number of months for receiving salary; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

Section 3. Results and Discussion

Selected data for deans of nursing from the 1987-88 survey are presented in the following tables. Tables 1 through 13 report salary data by selected characteristics of the deans' position and institution. Graphs 1 through 5 provide descriptive data on the survey respondents.

Table 1 compares data on deans' salary for ten years of the IDS survey. The median salary (50th percentile) showed an increase of 8.3 percent over 1986-87. Table 2 compares schools that participated in the 1985-86, 1986-87, and 1987-88 surveys with the same dean continuing in office. The median salary for this group shows an increase of 5.5 percent over the previous year. This group provides a more stable index of salary change than the survey respondents as a whole.

Table 3 illustrates that the majority of deans (84%) are employed on a calendar year basis, while Tables 4, 5, and 6 provide information on deans' salaries by region, institutional control, and type of parent institution. In Table 6, the "other" category represents nursing programs in specialized institutions, such as external degree programs, consortia, or other "one of a kind" programs.

Tables 7, 8, and 9 summarize salary data by academic health center, type of program, and size of the faculty. Table 10 reports salary by highest degree. A total of 298 deans or 91 percent held an earned doctorate, a slight decrease from the 93 percent of 1986-87. The largest number of deans with doctoral degrees have the Ph.D. The majority of these doctoral degrees are in education, with the second largest group in nursing. The percentage of deans whose highest educational credential is a master's degree increased to 8 percent this year as compared to 6.9 percent in 1986-87.

Salaries of nursing deans by title are shown in Table 11, indicating that the majority of chief administrators hold the title of dean (59%). Examples of "other" titles are head and coordinator.

Tables 12 and 13 report salary data by rank and tenure. A comparison of tenure status showed that 71 percent of the deans had tenure, 20 percent did not, and an additional 8 percent worked in institutions that did not have a tenure system.

Graphs 1 through 5 provide descriptive data on survey respondents that are not related to salary.

Table 1

Comparison of Salaries of Nursing Deans
from 1978-79 to 1987-88

Year	N	Percentile 10th	25th	50th	75th	90th
1987-88	324	39,800	46,000	56,300	70,300	82,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1985-86	341	35,700	41,300	49,600	60,200	70,900
1984-85	328	34,600	40,000	47,900	57,900	68,300
1983-84	292	33,500	37,900	45,800	55,000	62,500
1982-83	272	32,100	37,000	44,700	53,000	60,600
1981-82	240	30,100	36,000	42,800	50,500	57,300
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 2

Comparison of Salaries of Nursing Deans
Continuing in Office from 1985-86 to 1986-87

Year	N	Percentile 10th	25th	50th	75th	90th
1987-88	203	41,500	49,500	58,000	70,900	83,200
1986-87	203	38,900	45,300	55,000	67,700	77,200
1985-86	203	36,600	42,600	52,600	62,700	72,000

Table 3

Comparison of Salaries of Nursing Deans
on Academic and Calendar Year Basis

Salary Basis	N	Percentile 10th	25th	50th	75th	90th
Academic Year Basis	52	37,900	41,700	49,500	56,900	65,500
Calendar Year Basis	272	40,000	47,900	58,000	72,000	84,400

Note: Academic Year Basis converted to Calendar Year Basis.

Table 4

Salaries of Nursing Deans by Region

Region	N	Percentile 10th	25th	50th	75th	90th
North Atlantic	94	38,900	43,800	52,800	66,800	79,400
Midwest	87	39,200	44,700	54,500	67,000	81,900
South	105	40,900	49,900	60,600	72,400	87,000
West	38	41,800	47,400	56,700	71,400	84,400

Table 5

Salaries of Nursing Deans by Institutional Control

Control	N	Percentile 10th	25th	50th	75th	90th
Public	180	45,300	51,000	61,000	73,100	84,400
Private/Secular	55	39,600	45,200	55,000	75,000	92,000
Private/Religious	89	32,400	39,900	46,800	55,900	67,500

Table 6

Salaries of Nursing Deans by Parent Institution

Parent Institution	N	Percentile 10th	25th	50th	75th	90th
University	217	45,500	51,300	63,000	75,000	87,000
Four-Year College	96	35,000	39,600	44,400	51,400	58,100
Other	11	43,200	50,600	58,000	78,100	86,500

Table 7

Salaries of Nursing Deans by Location in Academic Health Center (AHC)

Location	N	Percentile 10th	25th	50th	75th	90th
In AHC	74	60,800	68,600	77,500	87,000	95,400
Not in AHC	250	39,000	44,700	51,400	60,900	70,500

Table 8

Salaries of Nursing Deans by Type of Program

Program Type	N	Percentile 10th	25th	50th	75th	90th
Baccalaureate Only	157	37,900	41,700	49,400	56,000	64,000
Baccalaureate, Master's	124	43,600	51,200	61,200	71,200	79,500
Baccalaureate, Master's, Doctoral	36	70,900	75,000	83,200	88,900	103,900

Note: Master's only programs excluded due to small 'N'.

Table 9

Salaries of Nursing Deans by Faculty Size

Number of Faculty	N	Percentile 10th	25th	50th	75th	90th
0-10	101	35,100	40,700	45,500	53,000	61,000
11-20	92	40,200	47,000	52,000	60,500	69,100
21-30	46	47,700	52,400	60,000	70,100	75,800
31-40	36	35,000	61,000	68,700	75,800	89,900
41-60	32	62,400	70,600	77,200	84,600	89,900
< 60	17	69,700	79,100	87,900	98,900	118,400

Table 10

Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	Percentile 10th	25th	50th	75th	90th
DNS or DNSc	20	40,600	50,300	54,300	69,000	85,700
EdD	98	41,400	47,000	57,600	67,500	76,200
PhD	170	41,500	48,000	58,200	74,600	86,700
DPH or DrPH	5	--	47,500	72,500	96,800	--
Other Doctorate	5	--	40,500	42,000	59,300	--
Nursing Master's	22	32,900	37,100	40,500	47,700	58,200
Other Master's	4	--	36,600	47,400	62,500	--

Table 11

Salaries of Nursing Deans by Title

Title	N	Percentile 10th	25th	50th	75th	90th
Dean	192	47,000	56,000	65,800	76,000	87,200
Director	32	39,900	43,100	50,200	55,000	63,500
Chair	88	35,000	39,800	45,600	50,800	58,200
Other	12	31,600	40,300	47,100	60,400	65,400

Table 12

Salaries of Nursing Deans by Rank

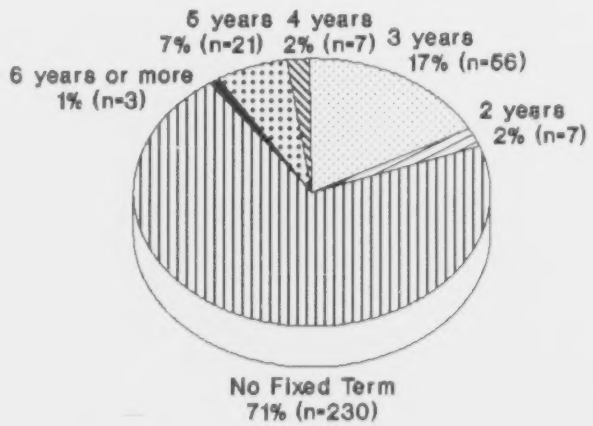
Academic Rank	N	Percentile 10th	25th	50th	75th	90th
Professor	225	45,000	51,100	62,000	74,300	87,000
Assoc. Prof	78	36,900	41,000	46,200	52,000	60,100
Asst. Prof	11	27,300	35,700	41,300	45,500	49,400
No Rank	10	37,000	39,800	55,400	69,600	82,500

Table 13

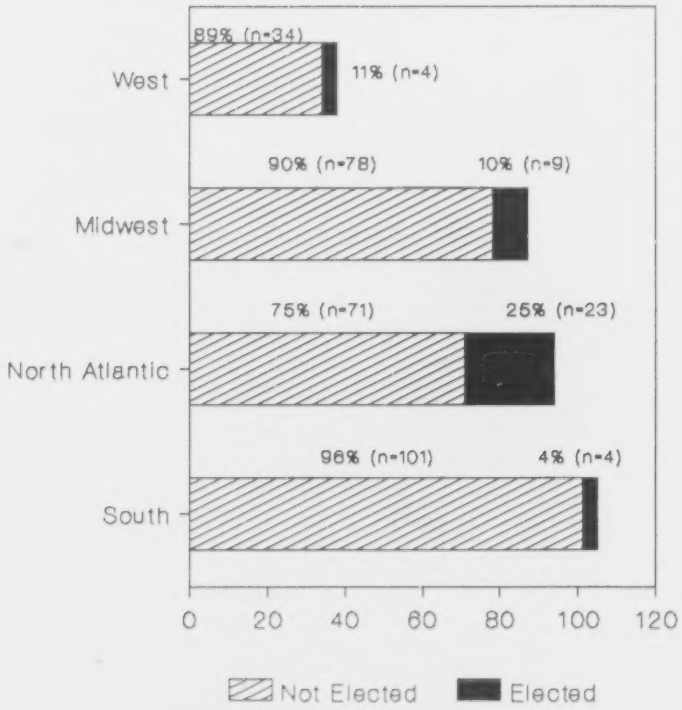
Salaries of Nursing Deans by Tenure Status

Tenure Status	N	Percentile 10th	25th	50th	75th	90th
With Tenure	231	41,000	49,800	60,000	73,500	84,700
Without Tenure	65	37,100	42,000	46,400	56,400	71,400
No Tenure System	28	37,300	42,100	47,500	55,300	69,900

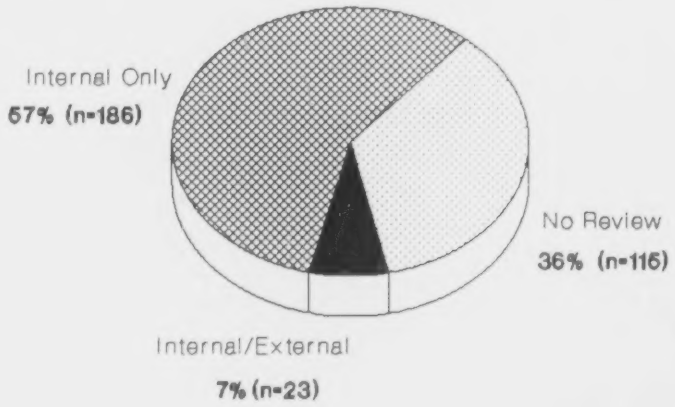
Graph 1
DURATION OF ADMINISTRATIVE TERMS
OF NURSING DEANS



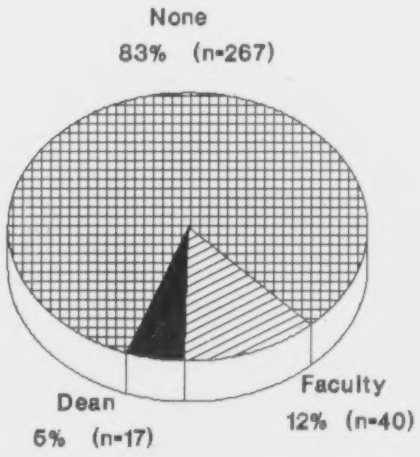
Graph 2
NUMBER AND PERCENT OF FACULTY-ELECTED
NURSING DEANS BY REGION



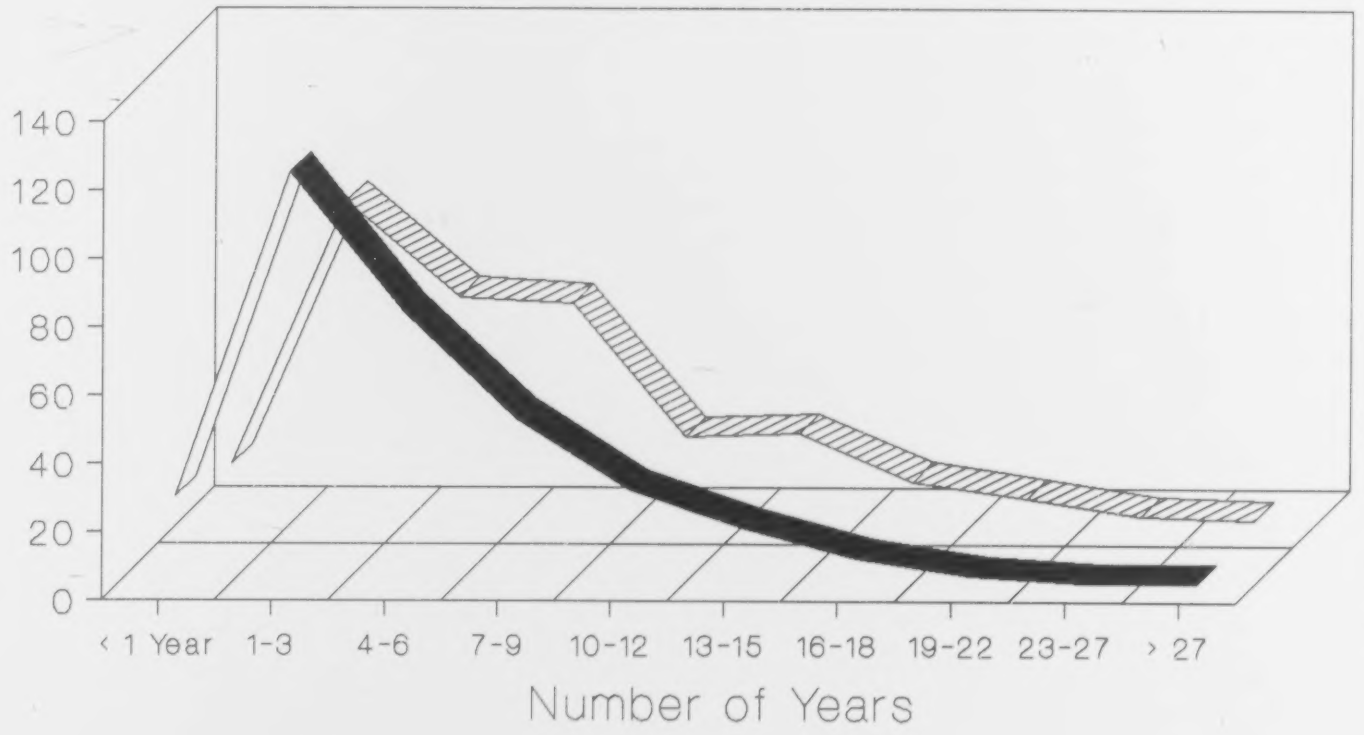
Graph 3
TYPE OF PERFORMANCE REVIEW
OF NURSING DEANS



Graph 4
SCHOOL MEMBER ON
STATE BOARDS OF NURSING



Graph 5
TIME IN CURRENT POSITION AND TOTAL YEARS AS DEAN



MODE = 1 year
MEAN = 5.25 years
MEDIAN = 4 years

MODE = 1 year
MEAN = 6.9 years
MEDIAN = 5.5 years

Institutional Data Series 88-3

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Members — $6
Non-Members — $10